

STATE OF IOWA AFFIRMATIVE ACTION/DIVERSITY PLAN AND REPORT

Diversity Plan's Relationship to Affirmative Action

Each department will submit by July 31st an Affirmative Action/Diversity Plan to DAS, who will receive it on behalf of the Diversity Council. This document is to report on your activities and accomplishments for FY 2008, and report on your intended activities for FY 2009.

For the purposes of this document, the term protected classes refers specifically to females, minorities, and persons with disabilities. Protected classes may be subject to numerical goal setting in employment. The term diversity includes the protected classes, but also includes broader differences, such as age, sexual orientation, and religion. These differences are not subject to numerical goal setting in employment, but may be protected by non-discrimination statutes and policies. Please refer to Executive Order Four and the State's EEO/AA Policy for more details.

Diversity Plan Content and Design

(The following AA/Diversity Plan and Report format is required; however additional material may be submitted or referenced.)

I. Hiring and Promotion Practices

You submitted a baseline of your current hiring and promotional practices to DAS in February 2008. DAS will be contacting you to address questions and seek clarification of your submission. You will not need to submit any additional information until these meetings take place over the next several weeks.

AGENCY ACTION: If you have made any changes to your hiring practices during FY 2008 since your February submission, please submit these changes as part of your FY 2008 AA/Diversity plan results. In addition, if you plan any changes in FY 2009 those may also be submitted.

II. Recruitment and Retention Plan

AGENCY ACTION: Please fill in the text boxes in the template to describe any activities or initiatives you took in FY 2008 to address recruitment issues in your agency and your plans for FY 2009.

Recruitment and Retention Plan Intent

Recruitment and Retention of a skilled, productive, and motivated workforce is critical to establishing and maintaining a culture of excellence. Department plans will reflect specific departmental skill and workforce makeup needs to reveal opportunities for attention and improvement. These plans are intended to document your efforts in creating a culture of excellence.

Recruitment Plan

The purpose of the department's recruitment plan will be to position state government at all levels for success in finding, acquiring, retaining and promoting quality talent.

The primary components of the recruitment portion of the template include:

- Organizational Strategies
- Analysis of Factors Affecting Recruitment
- Sourcing Activities and Tools
- Other Recruitment Management Methods
- Milestones and Time Tables

Organizational Strategy

Improving diversity will help us advance our long term strategic objectives and business goals in the following manner:

We have 6 employees. 5 are female, one of whom now has a permanent disability. So we are already a fairly diverse agency except for race. Frankly, I am unsure of how being more "diverse" promotes the objective of making sure that campaign finance, lobbying, and government ethics laws are complied with. However, clearly diversity brings with it different ideas, different ways of looking at things, and a greater understand of society as a whole.

The overall organizational strategy for recruitment in my department for FY 2008 and changes for 2009 will include the following:

FY 2008 To obtain the best possible individual for the first position that I could hire since I took over as Executive Director in 2001. To do this recruitment in a manner

that ensured impartiality and that everyone who was qualified and interested, had the opportunity to apply.

FY 2009 There is no anticipated recruitment in FY 09.

Describe how managerial staff is assigned or otherwise allocated to the recruitment function. Please list what levels of management are involved in the recruitment function:

FY 2008 The Executive Director was one of two people that participated in the recruitment and hiring process.

FY 2009 If there is a recruitment issue, and it is highly doubtful there will be, the Executive Director will be one of the two people that participates in the process.

The name and contact information of a primary recruitment contact for usage by DAS is:

W. Charles Smithson
281-3489
charlie.smithson@iowa.gov

Analysis of Factors Affecting Recruitment

Based on known or projected staffing needs for FY 2009, please provide an estimate of the number of vacancies you plan to fill in FY 2009. (Note: this is for general information only and not intended to replace the affirmative action analysis and goal setting for FY 2009):

None

Of the total number of positions to be filled, the following job classes have been identified as difficult to fill based on previous experience:

None

Of the total number of positions to be filled, the following job classes have been identified as high turnover:

None

Of the difficult to fill and high turnover job classes, list recruitment barriers experienced by job class:

None

Of the difficult to fill and high turnover job classes, those which are typically underutilized for protected classes (females, minorities, or persons with disabilities) are:

None

List the barriers that have been identified in recruitment of the protected classes:

None

The following methods and activities are planned to deal with recruitment barriers in FY 2009:

None

Sourcing Activities and Tools

In FY 2008 we attended the following career fairs, networking events, and community events:

None

In FY 2009, we plan to attend the following career fairs, networking events, and community events:

None

Besides the DAS BrassRing applicant tracking system, we use (or plan to use in FY 2009) the following sourcing tools:

Tool	FY 2008	Budget Est.	FY 2009	Budget Est.
Internet Job Postings	Yes	N/A	No	N/A
Resume Search Products	No	N/A	No	N/A
Standard News Print	yes	\$1,276.84	No	N/A
Specialty Trade Journals	No	No	No	N/A
Radio	No	N/A	No	N/A
TV	No	N/A	No	N/A
Open House	No	N/A	No	N/A
Search Firms	No	N/A	No	N/A
Temporary Staffing	No	N/A	No	N/A

Other (please list):

Word of mouth

Identify which of these sourcing tools; either individually or in combination, are most effective in your experience:

print media and the Internet

Other Recruitment Management Methods

In FY 2008, we recruited passive candidates in the following manner (passive candidates are those not actively seeking employment):

None. I did not want a "passive" candidate. I wanted someone who wanted to work for the citizens of Iowa, specifically the Ethics and Campaign Disclosure Board and then wanted to be "assertive" in promoting the public's trust and confidence in government if hired.

Does your agency use interns? If so, please describe your process for recruiting, such as posting to your website or DAS, hiring as temporary, use of Americorps, etc.:

I get assigned one intern a year from the Drake University Law School by the Chair of the Ethics Board who is a professor at the law school (as am I). This is a non-paying position for legal research (they get class credit) and because we do not have openings at the Ethics Board it has not lead to hiring opportunities here.

Please indicate whether you utilize temporary employment services to provide potential candidates for permanent hire, and if so the process you follow:

No

Describe how you handle, track, or otherwise process unsolicited resumes. Indicate if/how you share these within your agency or with other agencies:

I have yet to see one. If I get one, you can be assured that it will be handled, tracked, otherwise processed, and shared with others as appropriate.

Milestones and Timetables

Summarize your FY 2008 recruitment milestones and identify opportunities for improvement:

We hired the first position here since I took over in 2001. I was pleased with the process we used in that criteria was established before applicants deemed qualified by DAS were "graded" by two people with the Ethics Board. We narrowed the list, using objective criteria, from approximately 40 to 6 for interviews. Those 6 resulted in two males and four females (including one racial minority). After the interviews, the 6 were independently graded by the two interviewers who both rated one female and one male as being the best for the job. A second interview was held and the job was offered to the female. Not because of her gender, but because she was the best person for the job based on objective criteria and interviews.

For FY 2009, provide a timetable for those activities you plan to implement:

None unless necessary

Retention Plan

The purpose of the department's retention plan is to retain and promote diverse and qualified talent.

The primary components of the retention portion of the template include:

- Analysis of Factors Affecting Retention in three areas – FY 2008
 - Turnover
 - Promotions
 - Employee Engagement
- Plans to Improve – FY 2009
- Self assessment

Analysis of Factors Affecting Retention – FY 2008

The following sections are intended to obtain your analysis of the following factors affecting your workforce.

Turnover

From a retention perspective, the following job classes present the greatest challenge:

None. People only leave this place after decades of service.

List the issues you have identified that contribute to the turnover in these classes:

None

Check the methods you use to identify turnover factors (check all that apply):

☒ Exit interviews

Describe how these are conducted:

I talked to her when she told me she was retiring.

☐ Workforce surveys (employee engagement, satisfaction)

Describe how these are conducted:

Text Box

☒ Management team meetings/exercises

Describe how these are conducted:

I conduct both staff meetings and one-on-one meetings to make sure things are running smoothly and where there are areas that need improvement.

☐ *Other methods (please describe):*

Text Box

Promotions

Identify some of the most critical competencies you perceive to be most lacking in your organization. This may include any particular knowledge, ability, or skill, or personal trait:

Education level

Which of these same competencies are most likely to affect a decision in your organization to open a vacancy to the general public rather than as a promotional opportunity:

None. Internal employees can apply for a job here as well as outside persons. Frankly, the only job that is a "promotion" is to get my job and that requires a law degree among an overwhelming number of personal virtues, attributes, and qualities.

Identify barriers to promotional opportunities for internal employees, such as lack of education, infrequency of suitable vacancies, geographic location, etc. :

Lack of education as you need a law degree to be the lawyer for an agency.

Indicate if and how these barriers differ for protected class employees (females, minorities, persons with disabilities):

In this day and age, I certainly hope not. But I am afraid that it still might be.

Employee Engagement

Describe any activities or methods (such as surveys or interviews) your department uses to measure the engagement of your employees with your organization:

I actually sit and talk with my employees and read their emails. Of course, I am only dealing with 5 people.

Identify what topics you address:

- ☒ *Understanding of the organization's vision and mission*
- ☒ *Managerial approachability and style*
- ☒ *Job satisfaction*
- ☐ *Cultural inclusion*
- ☒ *Flow of and access to information*
- ☐ *Career progression awareness*
- ☐ *Work/life balance*
- ☐ *Other - Text Box*

Employees would rate the department's effectiveness in communicating the support, programs and promotional opportunities available to them as:

☐ *Good* ☐ *Needing Improvement* ☒ *Unknown*

Describe the employee communication methods used to make employees aware of the support, programs, and promotional opportunities available to them:

Email, bulletin board, in-person.

Describe any changes you plan to make around employee engagement in FY 2009:

None

Plans to Improve – FY 2009

Check all programs you will implement in FY 2009 and describe how you see the program improving retention in your workforce for FY2009:

☐ *Orientation and On-boarding:*

Text Box

☒ *Training and educational opportunities to support business needs and employee competencies to enhance promotional potential:*

Not so much for promotion as has already been discussed, but employees need the proper training/education to effectively do their jobs.

☐ *Workplace accessibility (visual, physical):*

Text Box

☒ *Mentoring:*

Text Box

☒ *Awards and Recognition:*

Golden Dome fee has to go to something.

III. Diversity Training

AGENCY ACTION: Please provide information about diversity related training provided in FY 2008. This will be used to report FY 2008 training activities for the FY 2008 affirmative action plan year.

I attended the diversity training course.

Provide information about diversity-related training planned for FY 2009 in the text box.

Staff will participate in the diversity training course and exercises.

Note: Mandatory diversity training will be provided to both management and employees in FY 2009. However, include in your plan and report any other training you are planning or have done.

IV. Workforce Composition and Hiring Opportunities

AGENCY ACTION: The goal setting data to address underutilization of protected class members in underutilized job categories will be sent to you for action separately in late July as mentioned earlier in this document. This data won't be available until after the end of the fiscal year. Therefore you will not need to submit your hiring goals with this document.

We will continue to address numerical underutilization through the normal quantitative affirmative action process as you have done in the past:

- DAS will provide your agency with your department's workforce composition, average turnover, and underutilization by job class.
- Your agency will review this data and establish hiring goals for FY 2009.
- Hiring lists issued by DAS will continue to identify protected class members if the job class is underutilized. How this list is handled should be addressed in your hiring practices and procedures (Item I., above).
- DAS will calculate your year end FY 2008 protected class hiring progress.
- Your hiring progress in FY 2008 and hiring goals for FY 2009 will be incorporated into the AA/Diversity Plan Annual Report to the IGOV and Legislature, due by September 30, 2008.

You also receive periodic hiring opportunity reports that remind you of the vacancies that are currently in process for your department

As a general measure of diversity in state government, a current workforce composition report (April 17, 2008) comparing your department to the executive branch overall is provided. Please use this as needed.

V. Efforts of the Agency to Encourage and Celebrate Diversity

AGENCY ACTION: Please fill in the following text boxes for each question. This will constitute your plan for FY 2009 to encourage and celebrate diversity. Also report any FY 2008 activities.

Describe how the success of your diversity efforts advances your department's long-term strategic objectives and business goals.

Different ideas, perspectives, and outlooks are always a good thing.

Describe how your managers and supervisors will be involved in diversity.

I will be leading the charge.

Executive Order 4 establishes the goal to be inclusive of employees with differences in age, race, creed, color, sex, sexual orientation, gender identity, national origin, religion, and disability. Describe the methods and activities you plan to initiate in FY 2009 to broaden inclusiveness for all these groups.

Diversity training and exercises as already mentioned. Given the small size and lack of turnover in this agency, a lot of this material simply is not applicable to our situation. However, I understand the need for it and my awareness of the same.